

State Steamfitting Apprenticeship Advisory Committee Meeting

Wednesday, May 8, 2013

Local 400 Main Office
2700 Northridge Drive
Kaukauna, WI 54130

DRAFT MINUTES

<u>Members Present</u>	<u>Employer/Organization</u>
Christensen, Mike	H & H Industries
Hayden, Terry	Local 434
Knaus, Jeff	Local 400
LaMere, Kevin (Co-Chair)	Local 601
Lauer, Joe	EGI Mechanical Inc
Stramowski, Gary	J.M. Brennan
Weinfurter, Greg	Tweet-Garot Mechanical, Inc
Zielke, Joel	Steamfitter Local 601
<u>Members Absent</u>	<u>Employer/Organization</u>
Clark, Roger	UA Local 118
Sturdivant, Mike (Co-Chair)	Tweet-Garot Mechanical
<u>Consultants and Guests</u>	
Cook, Jim	Madison Area Technical College, Apprenticeship Coordinator
Johnson, Allan	UA Local 118 - KRW
Nielson, Julie	UA Local 118 - KRW
Penno, Timothy	Madison Area Mechanical, Sheet Metal and Plumbing Contactors Associations; Executive Director
Schnaedter, Jim	Midstate Technical College
Smith, Owen	BAS, Program and Policy Analyst
Toutant, Brian	Local 601, Training Director
Wenger, Scott	UA Local 400, Training Director
Wood, Marge	Wisconsin Technical College System

1. The meeting was called to order at 10:07 AM by Kevin LaMere, Committee Co-Chair in conformance with the Wisconsin Open meeting law.
2. Roll call was conducted and a sign-in sheet was circulated to record those in attendance.
3. The minutes from the December 5, 2012, meeting of the State Steamfitting Apprenticeship Advisory Committee were approved with no changes.

4. Old Business

a. Sage Grant Update (Owen Smith)

- SAGE Personnel Change: The new SAGE manager is Palle Pedersen. Palle will coordinate the grant reporting and grant budget, and close out the grant. Becky Haug will coordinate all remaining grant purchases and develop the SAGE close-out report.
- Grant End: SAGE ends June 30, 2013. Supportive services end May 30, 2013.
- Update on Journey Worker Upgrade Sessions: All training coordinators reported that they had made the SAGE training items available to journey workers but received no response.
- Supportive Services are still available to income-eligible apprentices and journey workers through May 30. Owen Smith asked for feedback on the process. Brian Toutant reported that the process for administering the supportive services confused some apprentices. Other training coordinators reported positive feedback from apprentices.
- Discrete Training Segments: Owen Smith reported that BAS reports two major categories of SAGE participants to the U.S. Dept. of Labor: "Participants," which are apprentices who have or will receive SAGE training; and "Completed Training," which are apprentices who received and completed all SAGE training. All Steamfitter apprentices were reported as "Participants" because they will receive SAGE training throughout their apprenticeship, and were to be reported originally as "Completed Training" upon completing the apprenticeship program. However, this was problematic because most apprentices would complete after the grant period. Therefore, Owen asked the training coordinators to identify discrete portions of the SAGE training, such as a course or curriculum module, that all apprentices will complete within the grant period.
 - The ensuing discussion centered on whether local committees had implemented the "green skills" curriculum developed through the SAGE grant and mandated by the state committee, or had not implemented the SAGE curriculum in favor of existing curriculum from their International that was similar in scope and content. Owen Smith reminded members that the implementation of the SAGE green curriculum, not the general use of green curriculum from other sources, was the condition upon which SAGE supportive services were made available to income-eligible Steamfitter apprentices.
 - As a result of this discussion, members stated collectively that all Steamfitter local committees have implemented some portion of the SAGE curriculum in day school.

BAS will follow up with local committees and training directors to identify the discrete training that all apprentices have received within the grant period.

b. Veterans in Piping (Owen Smith)

- Owen Smith reported that the UA has moved the Wisconsin Veterans in Piping program to Fort Carson, Colorado, and placed it under the UA's "new" VIP model. The 2 welding trailer have been removed from the state. Programs in the new model are located on or near active military posts, and accept only active duty military personnel. Thus, participants still receive pay and benefits from the military, which eliminates the expense problems faced by discharged veterans in the original program model. Graduates of the new program are discharged from the military, and go directly to their UA assigned apprenticeship.
- The new program is located at three sites: Joint Base Lewis McChord, WA; Camp Pendleton, CA; and Fort Carson, CO. The one remaining "old program" is in Atlanta, GA. Any vets who call BAS about VIP are referred to that site to apply.
- DWD Secretary Reggie Newson is still trying to get the UA to reinstate the WI program.
- There is a possibility that the WI UA unions might get the program going again at a WI location. The program would only be for WI vets and the graduates would only be assigned to WI committees.
- Members expressed their strong support for finding funding to continue a program in Wisconsin, because veterans are excellent candidates for apprenticeship and additional trades were interested in participating. The collaboration that went into the program is a powerful theme for industry to tout nationwide.

c. Increase State Ratio

This item was included as a follow-up discussion from the last meeting. However, members decided the matter had been resolved in between meetings.

d. Other

No additional items were discussed.

5. New Business

a. 2014 Apprenticeship Conference

Karen Morgan distributed the "Call for Conference Workshop Proposals for Wisconsin's 26th Biennial Apprenticeship Conference." The theme of the Conference is "The Apprenticeship Solution: Meeting the Challenge."

The four broad workshop tracks are:

1. Challenge of a Changing Workforce – Potential topics:
 - Population shortages
 - Worker & Skill shortages

- Generational Differences
 - Technology
2. Challenge of Partnership in Workforce Development – Potential topics:
 - Introductory "101" workshops to help audience understand more about a program, such as Apprenticeship, WIA, Youth Apprenticeship, DPI, WTCS
 - Continuation of Collaborate for Success Initiative
 3. Challenge of Regulation and Policy – Potential topics:
 - Apprenticeship Regulations
 - Child Labor Laws
 - UI Benefits (apprentice and sponsor perspective)
 - Licensing (Barbering & Cosmetology, Electrical, Plumbing, etc.)
 4. Challenge of Awareness & Outreach – Potential topics:
 - Working with the K-12 System
 - Recruitment of Apprenticeship Sponsors

Attendance at the 26th Biennial Apprenticeship Conference will include the 1) Workforce Development community which includes Workforce Development Boards, Community Based Organizations, WIA Service Providers, Job Service employees, and Economic Support; the 2) Education Community including K-12 teachers, principals, counselors, board members and Wisconsin Technical College System employees, and 3) the Apprenticeship Community including employers, members of employer associations, labor and employees.

DWD Secretary Newson asked BAS to broaden the scope of the 2014 Conference to include a greater variety of topics, audiences and speakers. Karen asked committee members to contact her with suggestions for topics and workshops. The deadline for submissions is June 3.

The conference will be an agenda item for the fall meeting.

b. Outreach Update

- Outreach Campaign to Manufacturing was launched by BAS in April. The campaign targets the industrial sector which has frequently cited a skills gap and lack of qualified workers and, like the construction sector, will soon face the retirement of much of the 65-year-old workforce without a sufficient population turning 18, the earliest age of an entry-level worker. The campaign call-to-action encourages more manufacturers to invest in the future of their unskilled workers by training them through the apprenticeship program rather than through skill-specific boot camps.

Outreach Campaign to K-12: Through the Advisory Council, BAS developed a series of brochures on the educational value of an apprenticeship and careers in the skilled trades; target audiences include students, parents, teachers and technical colleges. The material was included in a mass mailing by the Department of Public Instruction to superintendents and heads of the school boards. The Bureau is awaiting feedback from the mailing.

The campaign includes the following: “Get your degree in doing” billboards in Green Bay, Madison, Milwaukee and Wausau; and a public service announcement emphasizing the value of an education in the skilled trades not just a four-year degree; three videos on the value of apprenticeship training; news events with Secretary Newson; news releases posters; post cards; flash drives; and adhesive cloths to wipe smart phones.

- As a result of this discussion, members recommended that BAS and the Advisory Council create a follow-up survey to the K-12 outreach recipients; mail the K-12 outreach material to technical education teachers; and possibly provide material to the Wisconsin Technical Education Association conference March 6-7, 2014. BAS will bring these matters to the Advisory Council.

c. Other (Discussion)

Member Gary Stramowski asked whether technical colleges permitted union recruitment in classrooms or on the grounds. Consultant Jim Cook replied that permitted recruitment depends on the activity, the information presented and the technical college. For example, some colleges will permit recruiters for specific trades to talk to specific classes.

6. WTCS Update (Marge Wood, Jim Cook)

- Marge Wood distributed three tables: HVAC-related A.A.S. and Diploma WTCS Enrollments; Welding Related A.A.S. and Diploma WTCS Total Program Enrollments; and WTCS Steamfitting Apprentice Related Instruction.
- The Wisconsin Technical College System has a new president, Morna Foy, and vice president, Connor Smith. Both know apprenticeship and appreciate its subtleties.
- Three-hundred sixty-five apprenticeship graduates to-date have continued on to complete an Applied Associates of Science. Most served apprenticeships in manufacturing trades.
- Madison Area Technical College is in a mode of fiscal austerity, and is trying to rely more heavily on part-time instructors for all trades. This approach would not adversely affect apprenticeship in the short-term, but would certainly be problematic as a long-term solution.
- A legislative transition in grant funding to performance-based outcomes has influenced the WTCS apprenticeship coordinators to develop a new, performance based business model by the end of the year. The current model is based upon FTE standards.

7. Review Steamfitting Program Participants (Owen Smith)

- Owen Smith distributed a graph of Steamfitter program participants. As of May 7, 2013, there were 373 active apprentices, which varies only slightly from the 377 apprentices in December 2012 and the 374 apprentices in October 2011, but noticeably lower than the average of 430 from 2007-2011.
- Owen stated that the Bureau projects it will pilot a similar graph of employer totals per year at the fall 2013 meeting. He asked whether BAS could provide additional data that would be helpful to members. Members did not have any suggestions.

8. The next meeting will be on Wednesday, October 30, 2013 at 10:00 a.m. at Local 400 in Kaukauna.

9. The meeting adjourned at 11:59 a.m.

Submitted by Owen Smith, BAS

